

Using Assessment in Educator Evaluations



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What does the framework say about student academic progress data in educator evaluation?

**ARIZONA FRAMEWORK FOR MEASURING
EDUCATOR EFFECTIVENESS**

Effective Beginning the 2014-2015 School Year

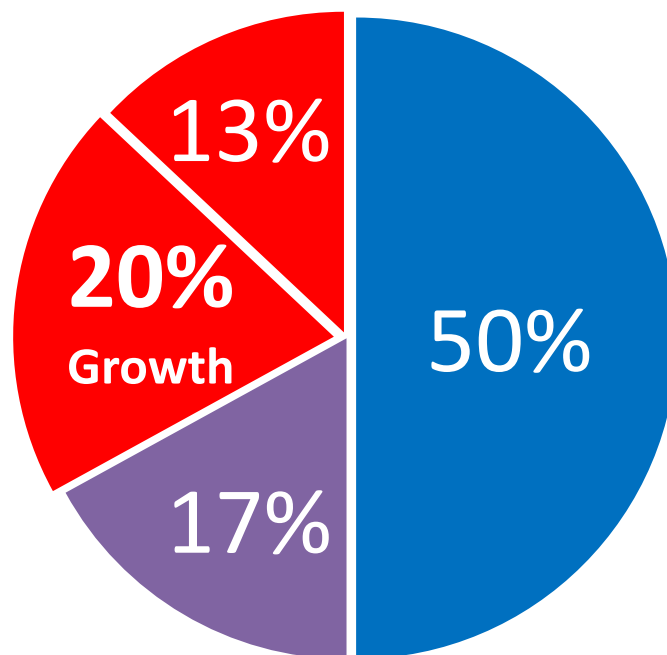
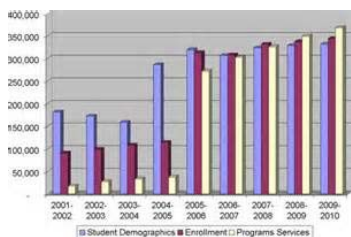


The Arizona State Board of Education

Adopted April 25, 2011 and Amended May 19, 2014

ADE Teacher Evaluation Model (120 PTS)

Student Academic
Progress Data 33%



Teaching
Performance



Surveys/Peer Review/
Self-Reflection



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Table Discussion

- Breakdown of percentages
- Why/rationale
- How is it working?



Understanding Your Options for Assessments

- Formative
- Summative
- Norm-Referenced
 - Compared to well-defined norm group
 - Small sample of each item
- Criterion-Referenced
 - Compared with standard of performance
 - Larger sample of each item
- Objective
 - E.g., Multiple-choice, T/F
 - Requires skill in designing test (sample)
- Subjective
 - E.g., Essay, performance assessment
 - Requires skill in scoring test

Understanding Your Options for Assessments

- Reliability

- Consistency of a measure
- Enhanced by
 - more items
 - greater range of scores/ heterogeneous groups
 - medium difficulty of items
 - discrimination between high/ low achievers
 - agreement among observers (sample)
- Be careful of “regression to the mean”

- Validity

- Specifically content validity
- Appropriate measure for specific inferences/ measures what it claims to measure
 - Expert judgment
 - Social studies test or reading test
- Must be a reliable measure to be a valid measure

Understanding Your Options for Assessments

Using Survey Data

- Student evaluations of teachers highly correlated with value-added scores
- Increase reliability (get the same information each time)
 - Triangulation of data (parents, students, teachers)
 - Return rate 70%- 85% (example of poor return rate)
 - Likert Scale (strongly agree, agree, neutral, disagree, strongly disagree)
 - Random sampling or larger sample
- Increase validity (provides correct information)
 - Provide context for questions and how will be used Wording of questions/options (multiple sources should review)
 - Pilot test/revise

GOGO

**What assessments are your
LEAs using to meet the
student academic progress
component in your educator
evaluation models?**

Questions and Answers

Opportunity to ask deeper questions
with responses from your presenters
or fellow attendees



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